

ARTICLE 15

PERFORMANCE MANAGEMENT SYSTEM

1. Performance management will be done in accordance with the negotiated performance management plan, incorporated in the Forest Service Handbook 6109.13, Chapter 10, except as noted in Subsection 1(b) below.

2. Coverage:

Coverage under this program is based on an employee's type of appointment, per Title 5, Code of Federal Regulations, Part 430—Performance Management, Subpart B—Performance Appraisal for General Schedule, Prevailing Rate, and Certain Other Employees (5 CFR part 430, subpart B).

The following employees are covered:

- a. All competitive service employees, whether temporary or permanent, that are expected to meet the minimum appraisal period (90 days). This includes temporary 1039s.
- b. Bargaining unit employees with excepted service appointments that are expected to meet the minimum appraisal period (90 days).

3. Performance Ratings for Union Officials:

- a. Employees who are Union officials are not rated for their representational work (Union duties). Employees are only to be rated on Agency-assigned work.

- b. Union officials who perform Agency-assigned work will be expected to perform that work at the Fully Successful level. The supervisor will describe this level in their performance standards and elements. The performance expectations will be adjusted for official time used to perform representational work from the performance of the agency assigned work, taking into consideration any impact on productivity and/or timeliness due to the performance of representational work.